

Bringing Men into Policies for Gender Equality

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reform
RESOURCE CENTRE FOR MEN



MiC Political Recommendations Policies

A. Public Policies & Services

B. Evaluation, awareness rising and stakeholders

1. All existing leaves must be of equal length for women and men, non-transferable, and fully paid. EU Directives and national laws should assure gender equality in entitlements



2. A universal access to high quality, public-funded and full-day education and care (ECEC) services for the ages 0 to 3 should be provided to prevent a care gap between leaves and care services



3. A shorter fully paid work week (30-35 hours) for all workers, men and women, will reduce gender gaps in paid work



4. The universal provision of long-term and care services for elderly and people with disabilities is needed to guarantee work-life balance of carers



5. The EU-wide balance measures and its gender impacts should be regularly monitored and evaluated

6. An EU-wide awareness raising campaign encouraging men to use work-life balance measures is recommended



7. Gender equality plans in companies can be enforced by their introduction into collective agreements



KEY CHARACTERISTICS OF PARENTAL LEAVE SYSTEM FOR EQUALITARIAN USE

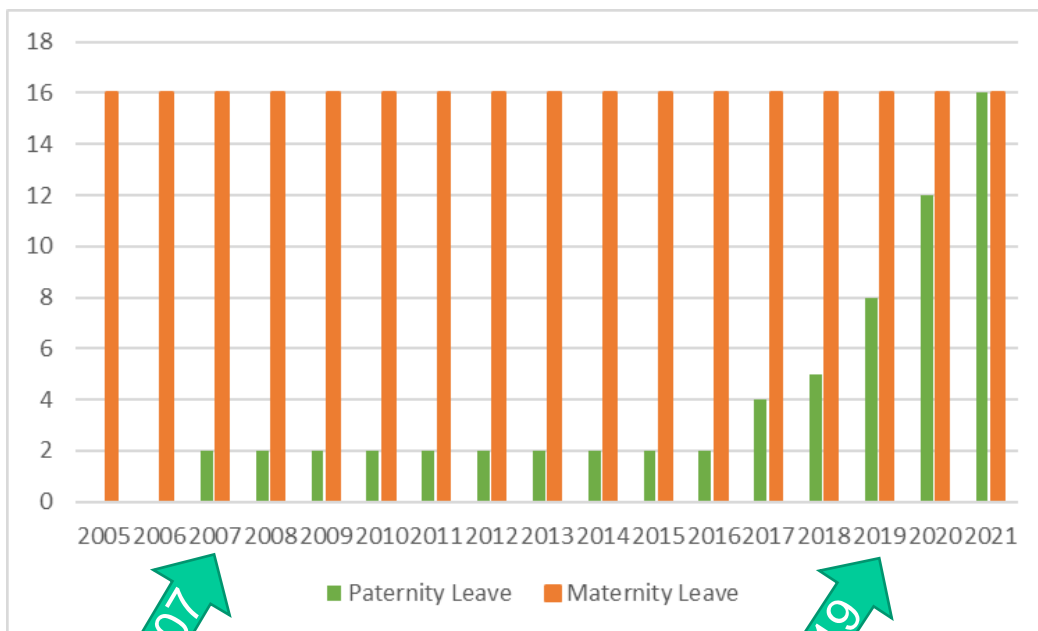


- ✓ **EQUAL** for **MEN** and **WOMEN** (TOTAL OF MATERNITY, PATERNITY AND PARENTAL LEAVE)
- ✓ **NON-TRANSFERABLE**
- ✓ **FULLY PAID** (100% and HIGH CEILING)
- ✓ **MAXIMIZE “SOLO” CARE TIME**
- ✓ WITHIN THE FIRST YEAR
- ✓ **RIGHT** TO USE IT AS PARENTS DECIDE
- ✓ INCLUDE ALL KIND OF WORKERS
- ✓ PAID BY THE STATE



Spain from 2007 to 2021: Paid paternity leave and gender equality

Number of
100% paid
weeks



2007

2019



2007: Law on Gender Equality 3/2007
(March 22nd)

2019: RDL 6/2019 (March 1st) of urgent
measures to guarantee equal treatment
and opportunities for women and men in
employment and occupation

Gender equality in 2021?



EQUAL for MEN and WOMEN (TOTAL OF MATERNITY, PATERNITY AND PARENTAL LEAVE)



- * **Maternity leave: 14 weeks** (Directive 92/85/EEC)
This is not included or considered explicitly in the EU Work-Life Balance Directive to guarantee equal rights for men and women.
- * **Paternity leave: 10 working days** (=2 calendar weeks)

MODIFY EU Directives to equal paternity entitlements to maternity entitlements: **14 weeks for FATHERS** paid as maternity leave (both should be fully paid)

The **Work-life Balance Directive** (Directive 2019/1158) introduces:

- **10 working days paternity leave,**
- **two months of non-transferable parental leave compensated**
at a level determined by each Member State out of four months parental leave
- 5 days per year as carers' leave care for relatives
- Extension of the right to request flexible working arrangements to carers and working parents of children up to eight years old.

- **Fathers:** 2 weeks + 8 weeks approx. of parental leave = **10 weeks**
- **Mothers:** 14 weeks + 8 weeks approx. of parental leave = **22 weeks**



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B. Evaluation, awareness rising and stakeholders

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Source: Castellanos Serrano, C. and Jurado Guerrero, T. (Ed.) (2022) **Political Recommendations: Bringing Men into Care.** Action grant VS-2018-0417. Available at: <https://www.men-in-care.eu/es/results>



Men in care

BE PART OF THE SOLUTION: BE PART OF PLENT

BUT, IS IT REALLY POSSIBLE
TO INVOLVE MEN
IN CARE WORK?



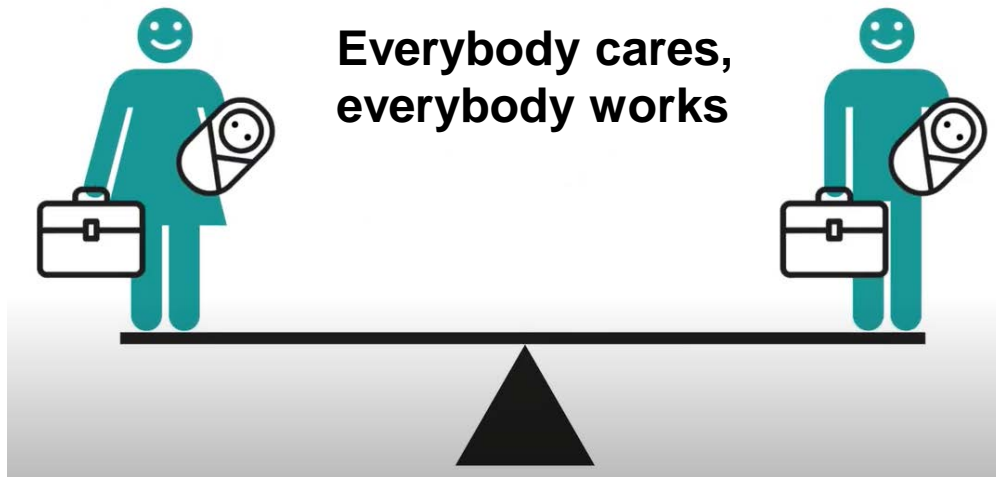
www.equalandnontransferable.org



PLENT

International Platform

for Equal, Non-Transferable
and 100% paid PARENTAL LEAVE



Thank you very much!

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PPiINA



CARING MASCULINITIES AT WORK: COMPANIES' SUPPORT FOR MEN'S WORK-LIFE BALANCE

Berlin, 19 May 2022

#menincare

